






DOT HUMAN CAPITAL IMPLEMENTATION PLAN: HUMAN RESOURCE MANAGEMENT BALANCED SCORECARD INSTRUMENT

STANDARD 1: Strategic Alignment

STANDARD 6: Accountability

CRITICAL SUCCESS FACTORS: Human Resources Collaboration. Senior leaders, managers, and HR professionals contribute to the human capital vision and the agency's broader strategic planning process. HR acts as consultants with managers to develop, implement and assess human capital policies and practices to achieve the organization's shared vision. Agency-wide System for Ensuring Accountability in Human Capital. The processes and activities outlined under this Standard are used throughout the HC critical success factors described in the Human Capital Assessment and Accountability Tool (HCAAT). This ensures that over time, people are managed efficiently and effectively and in accordance with the merit system principles, veteran's preference, and related public policies to support the agency shared vision.

MEASURE: The core statements of DOT's HR Balanced Scorecard Instrument are aligned with Administration and Department HC initiatives and data are more available.

MILESTONE	TARGET DATE	STATUS ¹			ACTUAL DATE	RESPONSIBLE ENTITY AND POINT OF CONTACT
		 -C	 -OT	 -D		
Assessment and revision of core statements in survey instrument	October 2002				October 2002	Edmundo DeLeon, M-13 and HR Measurement Action Team (HRMAT)
System requirements defined for new survey question/statements and refined automated collection and reporting process	December 2002					Edmundo DeLeon, M-13 and HRMAT
New system approved by HR Council	January 2003					Edmundo DeLeon, M-13 and HRMAT
New system developed	June 2003					Edmundo DeLeon, M-13
New system tested	July 2003					Edmundo DeLeon, M-13 and HRMAT
System users trained on new procedures	September 2003					Edmundo DeLeon, M-13 and HRMAT
New system evaluated for effectiveness	October 2004					Edmundo DeLeon, M-13

¹Status Code:  Complete (C)  On Target (OT)  Delayed (D)

IMPLEMENTATION PLAN-1